

CITY OF LAS VEGAS
ADMINISTRATIVE REGULATIONS



SUBJECT: CITY OF LAS VEGAS COVID-19 GUIDELINES

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APPROVED BY:


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PURPOSE/OBJECTIVE: The City of Las Vegas Covid-19 Guidelines established to provide city employees the policies and procedures for action to combat the spread of COVID-19 and the Delta Variant. The City of Las Vegas will be following guidelines adopted by the Center of Disease Control and Prevention (CDC) and New Mexico Department of Health.

City of Las Vegas will resume COVID testing of all employees to begin September 1, 2021, and to continue until further notice. It is important that all personnel is tested, vaccinated and non-vaccinated, due to the wide spread of COVID and the Delta Variant. Employees who are selected for this testing will receive an email from Human Resources with a link to a website where they can register for testing. Employee supervisors are also notified as part of this process. Those who are selected to participate in testing are required to complete a COVID-19 test on the Monday after being selected.

City Employees are asked to provide documentation of their full COVID 19 vaccination to Human Resources in order to determine the recommended isolation/quarantine time, should an employee test positive or become exposed. All information/records shall be maintained confidential through the Human Resources Department.

The City of Las Vegas will implement the following in order to prevent infection and to slow transmission of COVID-19:

- Effective immediately, per CDC recommendations, it is required all **vaccinated and non-vaccinated** individuals to wear a face covering when entering all City owned buildings out of an abundance of caution to suppress the Delta Variant.
- Any individuals that are required to ride in City owned vehicles are required to wear a mask while riding with others.
- Practice social distancing by keeping at least 6 feet away from fellow employees or co-workers, customers, and visitors when possible.
- Should an individual develop COVID signs and symptoms, you are encouraged to stay home except to seek medical attention or test for COVID-19.
- Employees should inform their supervisor if they or their colleagues develop symptoms at work. **No one** with COVID-19 symptoms should be present at the workplace. Employees who have symptoms should notify their supervisor and stay home. **(CDC recommends testing for people with any signs or symptoms of COVID-19 and for all close contacts of persons with COVID-19).**
- Wash hands often with soap and water for at least 20 seconds, especially after blowing noses, coughing, or sneezing, or having been in a public place.
- Use hand sanitizer that contains at least 60% alcohol if soap and water are not available.
- Avoid touching eyes, nose, and mouth.

Should an employee develop COVID-19 symptoms and test positive for COVID

Employees should not return to work until they meet the criteria to discontinue home isolation and have consulted with a healthcare provider. Employers should not require a sick employee to provide a negative COVID-19 test result to return to work as long as the employee has followed all guidelines and is no longer contagious.

Employees who test positive for COVID-19 should immediately notify their employer of their results. **Unvaccinated close contacts** without symptoms are encouraged to get tested for COVID-19. In this case, testing should be performed no sooner than 3 days and ideally 5-10 days after the last date of exposure to someone who tested positive. **Fully vaccinated close contacts** that are more than 14 days past their last dose and is asymptomatic, OR is within 90 days of their laboratory confirmed COVID-19 infection and recovered, then the contact is recommended to test 5 days after the exposure to COVID-19.

If someone is asymptomatic or their symptoms go away, it's possible to remain contagious for at least 10 days after testing positive for COVID-19. People who are hospitalized with severe disease and people with weakened immune systems can be contagious for 20 days or longer.

The guidance advises that employers may permit workers who have been exposed to COVID-19, but remain without symptoms, to continue to work, provided they adhere to additional safety precautions.

Note: Testing during the quarantine period does not end the quarantine period. The full Quarantine period should be followed because a negative result does not mean that the contact will not become infectious later in their quarantine period.

The reason isolation and quarantine have different time requirements is because there is a difference between how long someone is infectious and might spread the virus to others (from 2 days before and for 10 days after onset of symptoms or 10 days after date of test for someone who does not have symptoms) and the incubation period – how long it can take for the disease to appear after someone has had close contact with someone with COVID-19 (14 days). That is also the reason why case investigators go back 14 days from the date someone developed symptoms to determine how they may have become infected.

Because some people with COVID-19 experience symptoms and some do not, there are different ways for determining whether someone has recovered from COVID-19 and is no longer contagious. The symptom-based method should be used when someone had COVID-19 symptoms, even if those symptoms develop after the person tests positive for COVID-19. The time-based method should be used when someone never developed symptoms.

If you had symptoms but did not have severe illness or severe immunosuppression, you may end your self-isolation after:

- At least 1 day (24 hours) has passed without a fever (and without the use of fever-reducing medications) and your symptoms have improved; AND,
- At least 10 days have passed since symptoms first appeared.

If you had severe COVID-19 illness – you were hospitalized in an intensive care unit with or without mechanical ventilation (“severe illness”) – or have severe immunosuppression you may end your self-isolation after:

- At least 1 day (24 hours) has passed without a fever (and without the use of fever-reducing medications) and your symptoms have improved; AND,
- At least 20 days have passed since symptoms first appeared.

If you tested positive for COVID-19 and never developed any symptoms, you can end your self-isolation 10 days after the date your test specimen was collected that resulted in your positive test.

Consistent with current CDC guidance, NMDOH does not recommend the use of repeat testing to end isolation earlier than the minimum of 10 days. Isolation should be maintained for the full 10 days. Seeking testing during the isolation period can unnecessarily expose other persons to infection and does not affect the care or duration of isolation.

If you have a severe immune compromising condition without symptoms, you should wait at least 20 days after the date your test specimen was collected that resulted in your positive test before ending your self-isolation.

If you are **fully vaccinated** or within 90 days since your COVID-19 illness and have recovered, and have close contact with a COVID-19 case during their infectious period, you do not need to quarantine. You should test on day 5 after exposure, unless you become symptomatic. If you do show symptoms, immediately self-isolate and make arrangements for testing.

When a person has close contact with a confirmed COVID-19 case during the case's infectious period in a workplace, that person should quarantine for 10 days from the last exposure to the case regardless of a negative test result and watch for symptoms for the full 14 days.

Please note: Employees who are in quarantine or test positive for COVID-19 must utilize their accrued leave until further advised.

This Administrative Regulation is to be utilized as a guide and recommendation for all employees until it is rescinded or replaced by the City Manager. This Administrative Regulation will change on an as needed basis to assure that each employee is informed when rules or recommendations are updated. Each individual will be provided a copy via email or a hard copy for those individuals that do not have access to a computer.